



**85 YEARS SERVING MEMBER NEEDS**

**Editorial**

The IOE was founded 85 years ago this year, mainly in response to the establishment of the ILO seven months earlier. For 85 years the IOE has been the employers' voice in the ILO.

The IOE can feel proud of its history. It has established its position as a global voice of business, with its network of 142 members in 137 countries; the Organisation has demonstrated its ability to strenuously defend its members' interests at the national, regional and international levels; and IOE members have played an instrumental role in shaping the broad body of international labour standards adopted by the International Labour Organization.

Throughout its history, the ILO has acted as a pressure valve in diffusing the often stark differences between employers, workers and governments. It was a key battleground during the cold war where competing ideologies came face to face. The ILO was *the* fora for labour and social policy debates.

Today things are changing. Key debates on the responsibilities of enterprises are taking place not only in the ILO - witness the UNHCHR debate on the human rights responsibilities of business; the instrumental role that the World Bank is playing in poverty reduction strategies and employment generation; or the World Health Organization and UNIDO's role in Safety and Health matters and SME's development respectively.

At the same time, we also see the ILO looking to move away from its core mandate of the world of work, seeking instead some yet undefined broader role in the globalization debates.

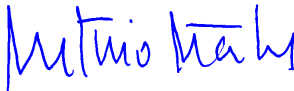
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<p>All of these shifts pose challenges for the IOE – challenges to which the IOE is responding.</p> <p>Guided by its Strategic Framework adopted in 2004, the IOE and its Management Board, is strengthening its engagement in key policy areas, be they in the ILO or elsewhere. The Employers’ Group has also begun to clarify how that strategy can be given effect within the ILO. In other fora, the IOE continues to engage and provide leadership for the business community.</p> <p>This dynamic reality requires constant attention. Efforts continue within the Management Board to ensure the IOE, as both a Secretariat and an Organisation, remains at the front of promoting and protecting the interests of business, as it has done since 1920. The General Council in 2006 will have a major debate on the matter.</p>  <p>Antonio Peñalosa Secretary-General</p>	<p>→ <i>Editorial</i></p>
<p><b>IOE and Member Activities</b></p>	
<p>At the November meeting of the IOE Management Board the Ethiopian Employers’ Federation (EEF) was welcomed back into IOE membership, after more than 25 years of absence. The employers of Ethiopia first joined the IOE in May 1966 and remained in membership until January 1978 when, under instruction from the Labour and Social Affairs Ministry of Ethiopia, the Federation was dissolved and ceased to exist. With this latest admission – which will be put before the General Council at its annual Meeting on 30 May 2006 for formal endorsement – IOE membership today stands at 142 federations in 137 countries.</p>	<p><b>Ethiopia Welcomed Back to IOE Membership</b></p>
<ul style="list-style-type: none"> <li>Jamaica suffers from very high youth unemployment (currently around 33%) and, consequently, the Jamaican Employers’ Federation’s (JEF) has placed the issue high on its agenda. Earlier this year the JEF launched the Jamaica Youth Employment Network (JYEN) and also set up a ‘<i>Young Entrepreneurs Association</i>’ (YEA). The aim of the YEA is to provide support for young entrepreneurs through information sharing, peer support and exchange of best practice; it also acts as a mechanism to facilitate access to national policy makers, industry service providers, other businesses and the media; finally, it provides members with tools to help strengthen their business. The JEF worked with the Mexican employers’ Confederation (COPARMEX) in developing the YEA. COPARMEX has a highly successful youth entrepreneurship network operating throughout the country: (<a href="http://www.ilo.org/public/english/bureau/exrel/mdg/">http://www.ilo.org/public/english/bureau/exrel/mdg/</a>)</li> </ul>	<p><b>Youth Employment in the Americas</b></p>

<ul style="list-style-type: none"> <li>Under the coordination of the Spanish Confederation of Employers' Organizations (CEOE), <i>Confederación Española de Organizaciones Empresariales (CEOE)</i> and with the active support of the IOE, six major Spanish companies have put together a joint ILO/Spanish Government project designed to promote youth employment in Latin America. The programme will be launched before the end of the year.</li> </ul> <p>The IOE is currently in discussions with the ILO to develop further work in the area of youth employment and specifically in follow-up to the 2005 ILC Conclusions. IOE Contact: <a href="#">Gary Rynhart</a>.</p>	<p>→ <i>Youth Employment in the Americas</i></p>
<p>The IOE can be satisfied with the results of the sixteenth Inter-American Conference of Ministers of Labor (the "Conference") which was held in Mexico City. The Ministers of Labor adopted a Ministerial Declaration and a Plan of Action for the next biennium. Worker and employer representatives once again issued a joint Declaration, addressed to the governments of the region, highlighting the importance of involving the social partners in addressing the social and labour challenges entailed in regional integration. In this regard, <i>after several years of negotiation</i>, the Business Technical Advisory Committee on Labor Matters (CEATAL) –and consequently IOE member federations in the Americas – has been finally recognized as a permanent advisory body to the Conference. This development brings IOE members closer to having an exclusive relationship with the OAS within the Summit of the Americas Process.</p> <p>From an employers' perspective, the process is becoming more interesting and will surely require more in-depth engagement by IOE member federations in the near future. For example, the prospect of elaborating an "<i>Americas Social Charter</i>" (an initiative launched by the Venezuelan Government under the Chavez administration), the increased interaction between Labor and Trade Ministers concerning the integration processes, as well as the increase in opposition to free trade agreements will require the business community to keep a watchful eye on developments. The next Conference will be held in Trinidad and Tobago in 2007. IOE Contact: <a href="#">Andrés Yurén</a>.</p>	<p><b>Inter-American Conference of Ministers of Labour</b></p>
<p>The fourth Summit of the Americas took place in Argentina at the beginning of November. The Summit focused on the topic "<i>Creating Jobs to Fight Poverty and Strengthen Democratic Governance</i>". In an unprecedented action taken by the OAS, CEATAL was invited to participate in a dialogue with the Heads of Delegation of the Foreign Ministries of the OAS Member States, the OAS Secretary General and COSATE. This event was held in the framework of the Summit. IOE contact : <a href="#">Andrés Yurén</a>.</p>	<p><b>Summit of the Americas</b></p>

<p>The Spanish Confederation of Employers' Organizations (CEOE) <i>Employers Confederación Española de Organizaciones Empresariales (CEOE)</i>, and the IOE hosted this year's meeting of Ibero-American Presidents of Employers' Organizations in Madrid in October. The themes of the meeting, the sixteenth such event to be held, included: the role of business in society; employment development as a key element in the fight against poverty; and the need to enhance competitiveness in the Ibero-American Region. The Presidents adopted an official Declaration on these topics, which was delivered in person to the Spanish Minister of Foreign Affairs and Cooperation, Miguel Angel Moratinos.</p> <p>The Presidents of the IOE Ibero-American Federations together with trade union representatives from the region also adopted a joint Declaration requesting that employers' and workers' organizations be actively engaged in the work of the Ibero-American Summits. The joint Declaration was delivered directly to the Prime Minister of Spain, José Luis Rodriguez Zapatero. The establishment of a permanent Ibero-American Secretariat will require increased and more systematic engagement from IOE members, more so as there is a strong possibility that an Ibero-American Social and Economic Council could be created under its auspices. IOE Contact: <a href="#">Andrés Yurén</a>.</p>	<p><b>Meeting of Ibero-American Presidents of Business Organizations</b></p>
<p>In late October the IOE organized the fifth regional meeting of experts in labour law from employers' organizations of south East Europe in Cavtat (Croatia) with the support of the Croatian Employers' Association. The meeting focused mainly on three issues: labour law, occupational safety and health (OSH) and employment. The Belgian and Dutch employers (FEB and VNO-NCW) also participated in the meeting, giving perspectives from their own national experiences along with current developments at European level.</p> <p>OSH will be one of the main priorities for employers in South East Europe and several activities will be organized within the network or through a project with WHO, ILO, ETUC and IOE. A joint employer/worker seminar will be held in Brussels on 24-25 November (funded by the European Commission with the support of ETUC and IOE) to examine areas for joint cooperation in this area. With regard to the employment issue, presentations were made in Cavtat on the ILO/IOE toolkit and on employment policy within the framework of the Bucharest Process. Further activities will be carried out in the future concerning SME development (micro credit aspect) or national employment strategies. The Belgian and Swiss governments have agreed to continue their partnership with the IOE in 2006 on these issues. IOE Contact: <a href="#">Eric Oechslin</a>.</p>	<p><b>Stability Pact for South East Europe</b></p>

<p>The IOE, ACT/EMP and the Pan-African Employers' Confederation (PEC) are set to hold a Conference on <i>Investments and Partnerships in Africa</i> in Tunis in early December. Hosted by the Tunisian Union for Industry, Trade and Handicrafts (UTICA), the objective of the Conference is to discuss the modalities of launching a think-tank to promote private enterprise as a means of helping African economies benefit from globalization. Such a think-tank would consolidate initiatives and programmes undertaken by employers' organizations, regional and international institutions and other stakeholders.</p> <p>IOE Contact: <a href="#">Frederick Muia</a>.</p>	<p><b>IOE - ILO - PEC Conference on Investments and Partnerships in Africa</b></p>
<p>A further training programme on the IOE-ILO SME Development Toolkit for South East Asian employers' organizations will take place in December in Delhi. A training workshop will also be held in Latin America in the first quarter of 2006, bringing to four the total number of workshops since the Toolkit was launched in June this year (the two others were held in South Africa and Albania). Thus far experience has been good and responses from members has been enthusiastic – evidently this is an area of major interest. It is now hoped that 'deeper' technical work can get underway in this process and in parallel develop the Toolkit further. An important component so far in the training workshops has been the involvement of the World Bank (IFC). On the back of this collaboration tentative efforts are under way to work with IFC on pilot projects in a number of regions. Members will be kept informed as more information becomes available. <a href="http://learning.itcilo.org/sme/">http://learning.itcilo.org/sme/</a></p>	<p><b>IOE-ILO SME Toolkit for Employers' Organizations</b></p>
<p>The IOE will chair two of the subgroups during a major international conference on <i>Reforming the business environment</i> which will be held in Cairo in early December. Participants will in the main be international organizations actively working in this field, such as the World Bank and also the ILO, development banks and donors. The IOE will be the only business group to participate at the event. IOE Contact: <a href="#">Gary Rynhart</a>.</p>	<p><b>Reforming the Business Environment</b></p>
<p>The Secretariat has produced the following technical documents, which are now available to members:</p> <ul style="list-style-type: none"> <li>• Approaches and Policies to Foster Entrepreneurship: A Guide for Employers</li> <li>• Labour Administration Systems</li> </ul> <p>These documents are currently available : contact <a href="#">Monique Dépierre</a>.</p>	<p><b>New IOE Publications</b></p>

## International Labour Organization

### The post-MFA environment for the textiles & clothing sectors: ILO Response

The ILO meeting on the fallout from the end of the Multi-Fibre Agreement at the end of October proposed a number of measures for dealing with the impact on jobs, enterprises and the global textile and clothing supply chain. The Employers' Group stressed the fact that the key problems facing the Textile and Clothing sector are not primarily due to "decent work deficits" but rather to the lack of respect of the "rules of trade". The Chairman in his summary also recognized the need for the ILO to assist at the workplace level on workers' rights and working condition and their link with competitiveness. Evidently the idea of a social clause was to the forefront in discussions and was pushed vigorously by the workers but rejected by employers and a number of governments. The conclusions of the meeting called on the ILO to:

- support ways to improve skills development for both workers and managers in the sector, as well as employability for workers;
- develop a new global information and analysis service, including better and more up-to-date employment information and details of compliance with core international labour standards;
- assist in compliance and remediation with those requesting exporting countries which are ready to ratify and implement ILO core labour standards;
- establish a global social responsibility forum for dialogue between governments, employers' and workers' organizations in the producing and buying links in the TC chain, relevant international agencies and other relevant bodies.

The Report for the meeting noted that it has been countries in Sub-Saharan Africa that have been the main losers from the end-2004 phase-out of trade quotas on textiles and clothing. Other countries such as Bangladesh and Cambodia, which were expected to be hit hard, have weathered the storm better than expected (<http://www.ilo.org/public/english/dialogue/sector/techmeet/tmtc-pmfa05/tmtc-pmfa-r.pdf>). The same conclusions were heard in presentations made to a meeting of the WTO Sub-Committee on LDCs held at the end of September. This meeting heard presentations from the International Monetary Fund (IMF), International Trade Centre (ITC) and World Bank about their organizations' work and analysis regarding the end of the trade quotas. The Sub-Committee will invite more organizations (such as UNIDO) to its next meeting (but not the ILO it seems!).

Issues surrounding the impact of trade and the need for the benefits of trade agreements to be protected by flanking measures on the social and labour side, is currently an area that is getting a lot of attention. The ILO appears to be signalling a willingness to develop its work in this area. Ostensibly this is a good thing so long as it is grounded in practical assistance within its areas of competency. IOE Contact: [Jean Dejardin](#).

<p>“<i>The Effective Employers’ Organization</i>” package is a series of practical guides produced by ACT/EMP and designed to help executives, directors and managers in employers’ organizations operate more strategically and effectively. The four guides in the package cover: Governance; Strategy; Advocacy; and Financing. The Toolkit contains <i>Checklists</i> designed to help review where the organization is currently, to identify strategic deficiencies and to plan ways to design and implement a successful advocacy strategy. <i>Best Practices</i> provide examples of how other organizations have tackled the problems faced. There is also a number of <i>Practical exercises</i> that can be used individually, in working parties or as part of decision-making bodies. The guide is available in English at no cost from the ILO’s Bureau for Employers’ Activities. French and Spanish versions will become available in 2006. Contact <a href="#">Álvaro Ramírez</a>.</p>	<p><b>New Toolkit for Employers’ Organizations</b></p>
<p>Most meetings on CSR are about new or rehashed initiatives, usually raising expectations and increasing the scope of what companies are pressured to do in the name of CSR. However, a symposium (led by ACT/EMP) on corporate social responsibility in early October tried to put things in perspective and demarcate what is properly the role of business and what it is legitimate to say 'no' to. Representatives of three of the key groups leading the debate - academia, NGOs and trade unions - were invited to come and explain their objectives with respect to CSR, the rationale behind those objectives and how they expect to achieve them. The meeting also brought together a mixture of employers’ organizations and companies, in order to get a clear idea on issues from both ‘representative’ business and individual company perspectives.</p> <p>The outcome will hopefully provide employers with guidance on where they should be engaging with other partners on CSR, and where the debate surges beyond its legitimate boundaries. The report of the symposium will be presented to the Governing Body in March, and the debate there will undoubtedly have an impact on how the Office goes about its InFocus Initiative on CSR during the 2006-07 biennium. For the Report, contact <a href="#">Brent Wilton</a>.</p>	<p><b>CSR forum</b></p>
<p>A tripartite meeting of experts convened by the ILO in Geneva at the beginning of November adopted a Non-Binding Multilateral Framework on Labour Migration. The purpose of this Framework is to foster cooperation and consultation on labour migration among and between the tripartite constituents of the ILO and the Office, and in partnership with other international organizations. It will guide them on how to implement more effective policies on labour migration, employment and protection of migrant workers.</p> <p>During discussions on the (highly sensitive) issue of labour migration, there was animated debate on how to address the problem of irregular workers (undocumented workers) and how to enhance coherence in migration policies. Since international labour standards on migrant workers have been poorly ratified, a heated debate ensued on which international standards would be applicable to migrant workers. The Employers’ Group proposed that ILO member States should only use as a reference <i>and not as a basis</i> ILO labour</p>	<p><b>ILO adopts Multilateral Framework on International Labour Migration</b></p>

<p>standards relevant to migrant workers when drafting national law and policies. This proposal was adopted. Governments continued to insist on their sovereign rights to determine their own migration policies, insisting on the non-binding nature of the framework.</p> <p>As during the 2004 ILC General Discussion on Migrant Workers, there was general understanding and cooperation between the Workers’ and Employers’ Groups on how to address this issue. This was in recognition of the fact that a well managed migration process would be a win-win situation for not only employers and workers but also for governments (both origin and destination countries). However, one issue that did provoke some friction between workers and employers was that of decent work. Employers insisted on the term “decent and productive work” in order to qualify decent work (and in line with the UN General Assembly Outcomes document). The Employers’ Group was also concerned that, by signing some of the guidelines, they were agreeing to issues that could have negative impacts. Consequently, language was arrived at that moderated the impact of such provisions.</p> <p>Overall, there were serious organizational problems during the meeting. There was not enough time to discuss the whole document and, in particular, most of the provisions in the guidelines. IOE Contact: <a href="#">Frederick Muia</a>.</p>	<p>→ <i>ILO adopts Multilateral Framework on International Labour Migration</i></p>
<p>Representatives from EU employer and trade union organizations met in early November in Dublin at a forum convened by the ILO to discuss practical ways to eliminate workplace discrimination and to promote diversity and integration at work. The Irish Business and Employers’ Confederation (IBEC), along with the main trade union (ICTU), will now develop toolkits on how to address workplace discrimination against migrants. These toolkits will be available to employers and trade unions across the EU as well as globally through the ILO network, and will serve as practical tools for the integration of migrant workers. IOE Contact: <a href="#">Frederick Muia</a>.</p>	<p><b>Workplace Discrimination</b></p>
<p>Every November, the IPEC Steering Committee meets during the Governing Body to discuss the IPEC annual report. At this year’s meeting, the Employers’ Group expressed its support for IPEC’s practice of programme evaluation to ensure that lessons learned are applied to future programmes. The Group also stated its support for IPEC’s emphasis on the elimination of the worst forms of child labour as a priority. Though the employers acknowledged the role that business can play in the elimination of child labour, they emphasized the fact that the primary role for doing so rests with Governments. As such, the employers expressed particular support for those initiatives that aim to increase the capacity of Governments to implement and enforce child labour laws, including through labour inspection mechanisms.</p> <p>The employers also highlighted areas for improvement. Specifically, in terms of IPECs work with the social partners, and raised the fact that great progress was needed in the involvement of ACT/EMP and ACTTRAV internally, as well as the involvement of employers’ organizations in the field. The employers were</p>	<p><b>IPEC Steering Committee</b></p>

<p>clear, however, that adequate resources must accompany any such involvement. On this point, IPEC was asked to provide a detailed breakdown of the extra-budgetary resources allocated to the social partners; this will be provided to the Governing Body Technical Cooperation Committee in March 2006.</p> <p>Using resources from the Norwegian government, ACT/EMP has developed programmes designed by employers for employers and has also worked in collaboration with the IOE. The employers made a plea to other donor countries to follow the example of Norway and consider devoting a portion of their funding directly towards the capacity building of the social partners. IOE Contact: <a href="#">Sandy Gros-Louis</a>.</p>	<p>→ <a href="#">IPEC Steering Committee</a></p>
<p><b>UN and other International Agencies</b></p>	
<p>At the recent World Summit of the UN General Assembly, over 150 Heads of State approved an Outcome Document which states <i>"We strongly support fair globalization and resolve to make the goals of full and productive employment and decent work for all, including for women and young people, a central objective of our relevant national and international policies."</i> This represents an important achievement for the ILO in that it provides additional political support at the highest level for the Decent Work Agenda. Importantly, the declaration supports <i>'productive employment and decent work for all'</i>.</p>	<p><a href="#">Decent Work and the World Summit of the UN</a></p>
<p>John Ruggie, the Special Representative to UN Secretary General Kofi Annan on business and human rights, held a consultation in Geneva on November 10-11 focused on the extractive sector. The meeting included 60 participants drawn from companies, business associations, human rights organizations, trade unions and other interest groups.</p> <p>The consultation was organized in three parts: 1) to present overviews of existing initiatives in the extractive sector; 2) to identify and clarify the responsibilities of the extractive industry regarding human rights; and 3) to recommend steps that should be taken to strengthen the protection of human rights in the extractive sector.</p> <p>A number of initiatives were reviewed during the meeting, including the Voluntary Principles on Security and Human Rights, the Kimberly Process on Conflict Diamonds, the Extractive Industries Transparency Initiative, the OECD Guidelines for Multinational Enterprises, the Global Compact and the Business Leaders Initiative on Human Rights. A key conclusion from this review was that the more effective initiatives were those that engaged host governments directly in the initiative and sought to include both domestic and foreign-based companies.</p> <p>In terms of clarifying standards, the group identified two main areas for company action: 1) <i>Do no harm</i>, which was explained as complying with human rights laws and taking steps to avoid being drawn into conflicts; and 2) <i>Do good</i>, which was described as searching for ways in which the company could help improve a situation. In discussing possible recommendations on how to</p>	<p><a href="#">Business and Human Rights</a></p>

<p>The IOE Secretary-General was one of the participants in a simulation event in Washington to determine solutions and coordinate responses to the global HIV/AIDS crisis. Organized by the <i>Global Business Coalition on HIV/AIDS</i>, this event brought together 80 representatives of business, government and civil society. Participants worked together in different groups to develop national policies and programmes in India and Nigeria – two major economies faced with this pandemic. Best practices on how to reduce the economic burden of HIV/AIDS were presented. Previous to the event, the IOE held discussions with the Global Coalition on HIV/AIDS aimed at strengthening the existing partnership and ensuring that business speaks with one voice in the international arena on this important issue. IOE Contact: <a href="#">Frederick Muia</a>.</p>	<p>→ <i>Business and Human Rights</i></p>
<p>The structure of the Global Compact which was agreed in August by the Secretary-General will now include: a Board of Directors type governance structure; Local Networks; an annual Local Networks Forum; a triennial Leaders Summit; the Global Compact Office; and an Inter-Agency Team. Additionally, a non-profit foundation will be established to help fund Global Compact activities: new governance framework</p> <p>Preparations are under way to make a final proposal of Board members to the Secretary-General by February 2006, with a first Board meeting to be held in April 2006. Additionally, the Global Compact Foundation will be established by January 2006, and it is intended that the Global Compact Office will be confirmed as an independent United Nations entity. The IOE, together with the ICFTU and the ILO, will meet with the Head of the Global Compact in Geneva in early December to examine its future engagement with the initiative. IOE Contact: <a href="#">Brent Wilton</a>.</p>	<p><b>Global Compact</b></p>
<p>The ISO Working Group on Social Responsibility met for the second time in September in Bangkok. The meeting had a large agenda, with a number of issues outstanding from the first meeting in Salvador de Bahia (Brazil) still on the table.</p> <p>The meeting was able to agree on the structure and overall content of the guidance document, with a target release date for the last quarter of 2008. Drafting will now begin through working groups. The guidance document will be known as ISO2600 and is intended to give organizations internationally-agreed guidance for social responsibility, drawing on best practice and being consistent with relevant UN Declarations and Conventions, notably those of the ILO. The guidance document will be called an “ISO Standard”, but it will <u>not</u> contain requirements allowing it to be used for certification. More information: <a href="http://www.iso.org/sr">www.iso.org/sr</a></p>	<p><b>International Organization for Standardization (ISO)</b></p>
<p>The IOE Secretary-General was one of the participants in a simulation event in Washington to determine solutions and coordinate responses to the global HIV/AIDS crisis. Organized by the <i>Global Business Coalition on HIV/AIDS</i>, this event brought together 80 representatives of business, government and civil society. Participants worked together in different groups to develop national</p>	<p><b>Global AIDS Simulation</b></p>

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→ [Global Aids Simulation](#)

## Corporate Social Responsibility Round Up

- The results of the second *Accountability* rating of the world's largest companies, in terms of social and environmental performance, is now available. The rating assesses the companies in six areas: stakeholders engagement; strategy; governance; performance management; public disclosure; and assurance: <http://www.accountabilityrating.com/>
- Procter & Gamble in its 2005 Sustainability Report highlights its Children Safe Drinking Water programme. So far the programme has delivered the equivalent of 220 million litres of safe drinking water for disaster relief and to new social markets: <http://www.pg.com/sr>
- Members should be aware that a network of NGOs (OECD Watch) is claiming that the national contact points (NCPs) established under the OECD Guidelines for MNEs is 'taking companies side' in disputes; not sharing information and not investigating allegations fully: <http://www.oecdwatch.org/>
- *The Business Leaders Initiative on Human Rights* will extend its work until 2009. BLIHR has been the only business voice to support the United Nations 'Draft norms on the responsibilities of transnational companies': [www.blihr.org](http://www.blihr.org)
- The internet search engine Google has announced a \$20 billion package over twenty years on poverty, environmental and energy initiatives. Much of the money will be channelled into projects to assist the number of start-ups in Africa. [www.google.org](http://www.google.org)
- Diageo has taken the step of declaring public its policy lobbying positions in its latest Corporate Citizenship Report: [www.diageo.com](http://www.diageo.com)
- Sports clothing manufacturer Puma has publicly released the results of its ethical auditing of supplier factories (337 audits in 30 countries): <http://about.puma.com>. Last year Nike published the list of its suppliers.
- Nestlé has launched its first fair-trade certified coffee: [www.fairtrade.org.uk](http://www.fairtrade.org.uk). This follows a similar initiative from Kraft Food last year.
- The International Finance Corporation (World Bank) has redrafted its environmental and social 'safeguards' which provide not only a framework for its own lending decisions but also for the *Equator Principles*, which are used by financial institutions to assess the social and environmental risks of major infrastructure projects: <http://www.ifc.org/enviro/EnvSoc/Safeguard/safeguard.htm>

## Publications

- [The World Bank's World Development Report 2006](#) analyzes the relationship between equity and development:
- [The OECD SME and Entrepreneurship Outlook – 2005 Edition](#) describes recent trends concerning SMEs and entrepreneurship in OECD economies and beyond. Available from [http://www.oecd.org/document/15/0,2340,en\\_2649\\_33703\\_35096847\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/document/15/0,2340,en_2649_33703_35096847_1_1_1_1,00.html)
- A new ILO publication [Restructuring for Corporate Success - A socially sensitive approach](#) provides a number of examples and case studies of restructuring practices.
- The World Bank's 'Doing Business in 2006' is now available. This database provides objective measures of business regulations and their enforcement across 155 economies. The overview is available in: [English](#), [French](#), [Portuguese](#), or [Spanish](#)
- A WTO Report entitled "*Options for LDCs to improve their competitiveness in the textiles and clothing business*" suggests that international financial institutions could provide trade-related technical assistance and capacity building to help LDCs adjust to the post-quota environment: <http://docsonline.wto.org/DDFDocuments/t/wt/comtd/ldcw37.doc>
- The International Finance Corporation (World Bank) is launching a new quarterly e-newsletter – Outcomes - which will showcase the results of work to promote small business in emerging markets. <http://www.ifc.org/sme>
- IFC Gender Entrepreneurship Markets (GEM) newsletter is now available on the IFC GEM website: <http://www.ifc.org/ifcext/enviro.nsf/Content/GEM-News-October2005Glo>

## Forthcoming Meetings with IOE involvement

5 December	→	Global Compact meeting (Geneva)
6-7 December	→	Meeting of the Pan-African Employers Confederation (PEC) (Tunis)
6-8 December	→	SME workshop for South Asian Countries (Delhi)
13-20 December	→	ILO meeting of experts on updating the list of occupational diseases (Geneva)
2-3 February	→	IOE/ACTEMP/ILO Turin: <i>Employers' Organizations and the ILO Supervisory Procedures</i> (Panama)
7-23 February	→	94th (Maritime) Session of the International Labour Conference (Geneva)
16-31 March	→	295th Session of the Governing Body and its Committees (Geneva)
24-25 March	→	IOE Management Board (Geneva)
9-12 May (provisional)	→	Sixteenth American Regional Meeting (Lima)